

# Foreign Area Officer (FAO) Community Manager

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**FAO Community Manager**  
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Unclassified



# **Supporting Strategic Objectives:**

## **Persistent, Consistent, Credible Engagement**

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***“[R]outine and constructive engagement with allies and partners...that brings together the contributions of like-minded nations and organizations around the world to address mutual maritime security challenges and respond to natural disasters.”***

***“Expand and empower the FAO Community to ensure they remain ready to build and strengthen international partnerships and serve as key enablers for joint, maritime, and coalition operations.”***

*A Cooperative Strategy for 21<sup>st</sup> Century Seapower*

***“Our forces will operate forward in new and flexible ways with access to strategic maritime crossroads.***

***Our posture will be focused and improved using a combination of rotational deployments, forward bases, temporary and austere facilities and partner nation ports.***

***Our forward presence will build on and strengthen our partnerships and alliances where sea lanes, resources, and vital U.S. interests intersect.”***

*CNO's Sailing Directions*



# ***Who We Are***

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## ***Foreign Area Officers – Opening doors from the inside...***

### **We enhance the Navy's Warfighting Capability**

Operational experience, language, regional expertise, and cultural awareness (LREC) enables the Fleet

### **We Operate Forward...**

Persistent Navy presence and consistent engagement worldwide

### **We enable the Navy's preparedness for future conflicts...**

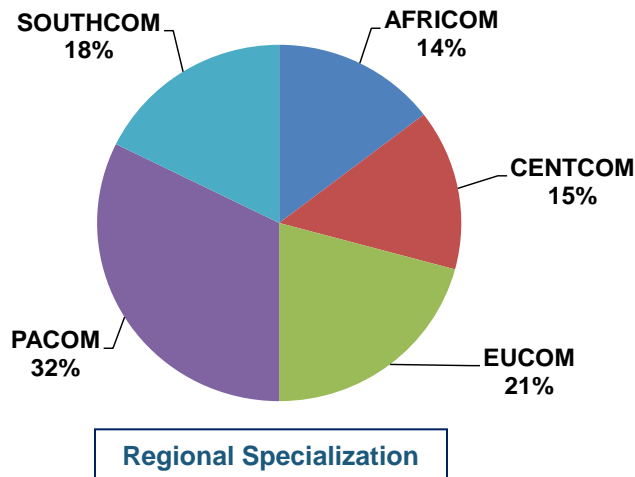
As fleet resources become more constrained, we will be increasingly driven to leverage partner capability through effective engagement



# FAO Community Overview

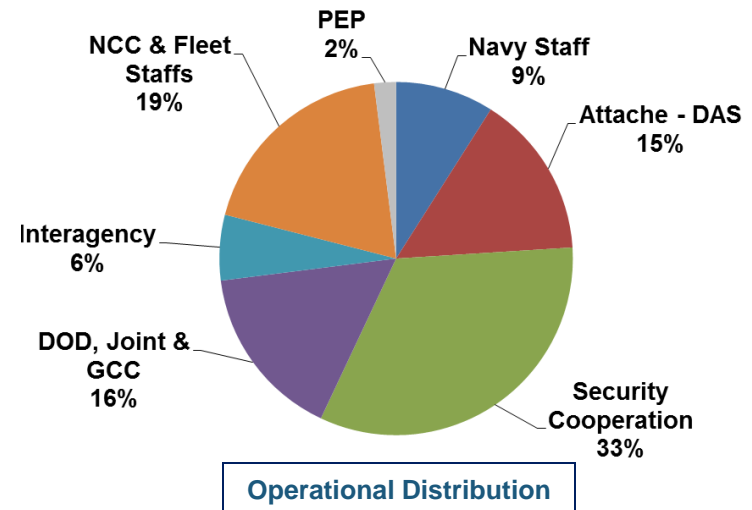
**Personnel:** 326 FAOs use 30 languages  
(~400 FAOs by 2019)

- FAO will continue to grow through 2019



- High accession standards
  - Sustained Superior Performance
  - Language / Education / Clearance Requirements
  - Overseas Screening / Family considerations

**Billets:** 360 billets (FY16)  
(283 Operational + 77 training & TPPH billets)



- Very little room for detailing flexibility
  - 71% of Op Billets are OCONUS
  - 50% are Joint billets
  - 54% have lengthy training requirements

- Rapid Development since establishment in 2006
- Fleet Demand outpaces FIT/FILL capacity
- FY19 Full Operational Capability = 405 Billets



# FAO Global Presence (FY15 Billet Base)



Regional and Community Support (FY15 Baseline): 162 Billets (72 Overseas)



## New York, NY

United Nations (1)

## Washington, DC

State Department (5)

OSD (4)

JCS (5)

DIA (5)

DNI (2)

DHS (1)

IADB (2)

SECNAV (2)

NIPO (11)

OPNAV (13)

## Norfolk, VA

CFPC (2)

NATO SACT (1)

NSWG 10 (4)

## Miami, FL

SOUTHCOM (4)

## Tampa, FL

SOCOM (2)

CENTCOM (2)

## San Diego, CA

COMTHIRDFLT (2)

## Monterey, CA

NPS (1)

## Millington, TN

BUPERS (1)

NAVPERS (2)

## Honolulu, HI

PACOM (6)

PACFLT (10)

SOC PAC (1)

SPECWARCOM (1)

APC (2)

## Regional Support

- COCOM HQs
- State Dept & UN
- OSD & JCS
- DSCA & NIPO
- NCCs & # Fleets
- DIA
- SOCOM

## Community Support

- Navy Senior Lang. Authority N13F
- OPNAV N52
- NPC Millington
- NPS Monterey

## Stuttgart, DE

EUCOM HQ (4)

AFRICOM HQ (11)

SOCEUR (1)

## Oberammergau, DE

NATO School SHAPE (1)

DSCA Marshal Center (1)

## Naples, IT

HQ JFC (1)

CNE/CNA (10)

C6F (9)

## Kuwait

USMILOB (3)

## Bahrain

NAVCENT (8)

## AFPAK Hands

NAVCENT (2)

## Yokosuka, Japan

CNFK (4)

COMSEVENTHFLT (4)

## Seoul, Korea

HQUNC (2)

CUSKOR (1)

CNFK (3)

## Pusan, Korea

CNFK Det (2)

## Guam

PACOM SA (2)

## Singapore

COMLOGWP (3)

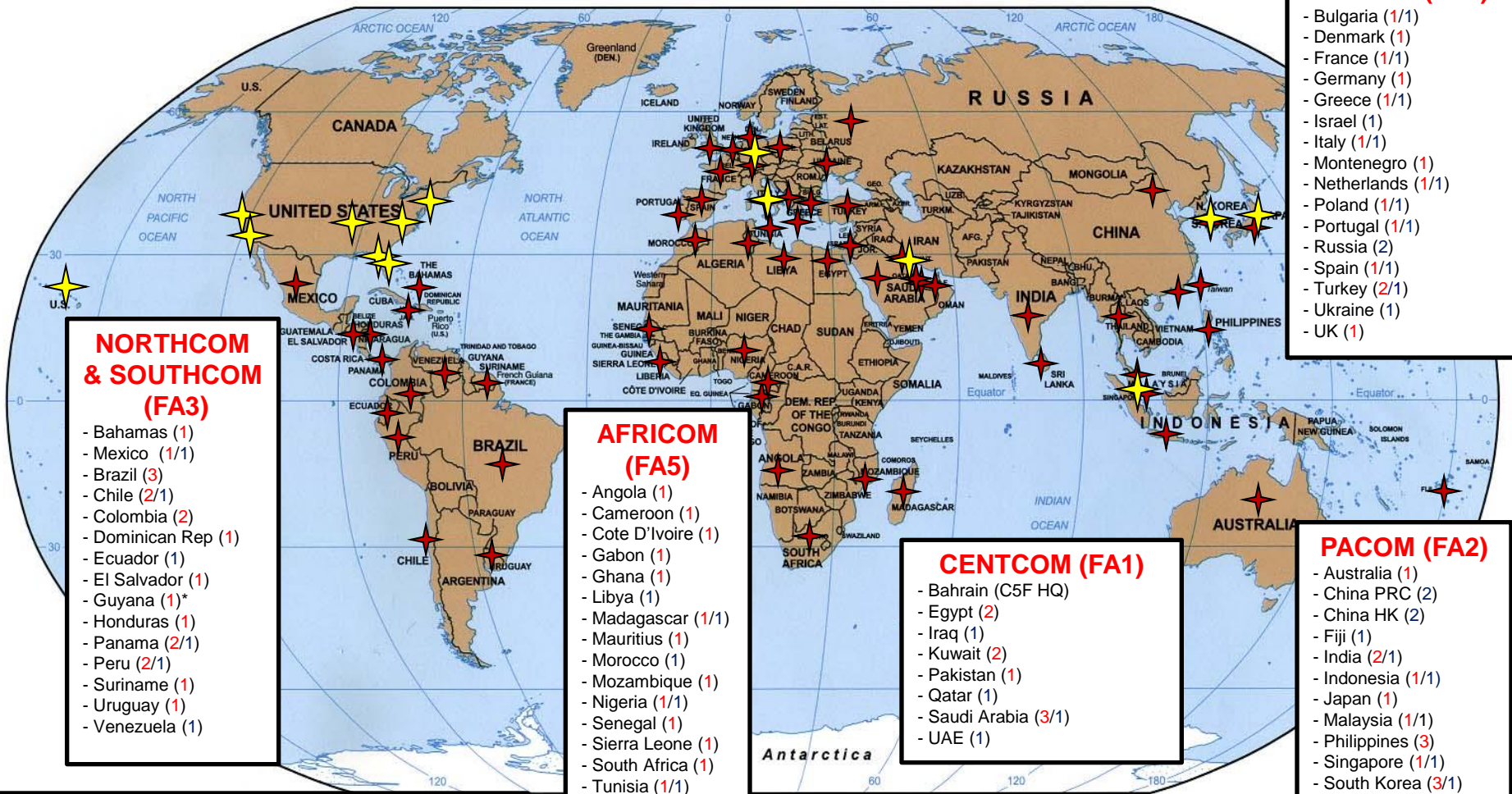




# FAO Global Presence (FY15 Billet Base)



Naval Attaché and SA Billets (FY15 Baseline): 112 Overseas Billets



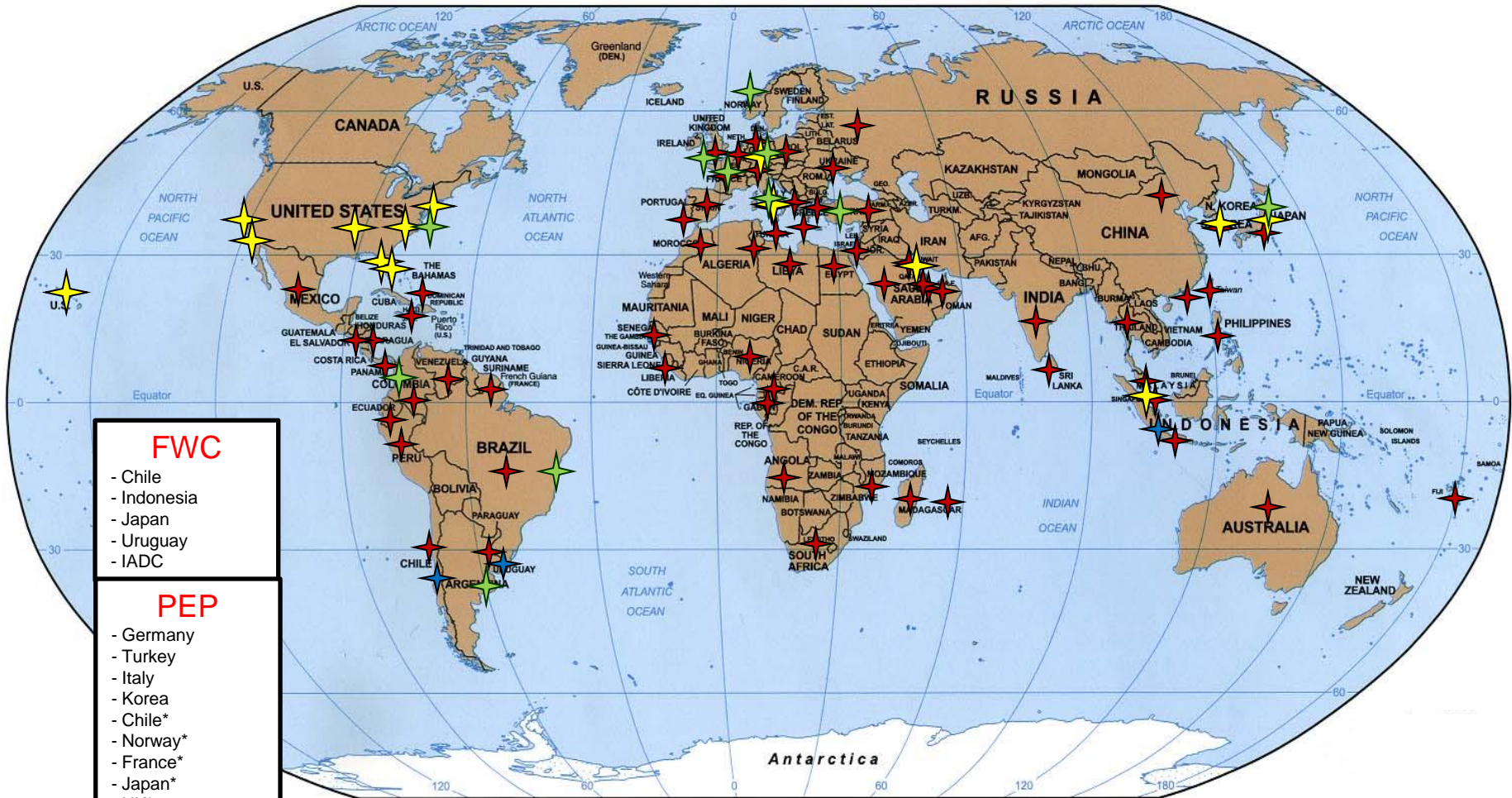
Numbers of in country SAO – 71 / Attachés – 41

- 92% of all Navy SA billets & 97% of Navy ODC Chiefs are FAO  
- 41% of Naval Attaché and 67% of Navy DATT billets are FAO



# FAO Global Presence (FY15 Billet Base)

- ★ Foreign War College (FWC): 4 Overseas Billets / 1 CONUS
- ★ Personnel Exchange Program (PEP): 4 Overseas Billets



\* Coming online per FOC Plan in FY16-19.

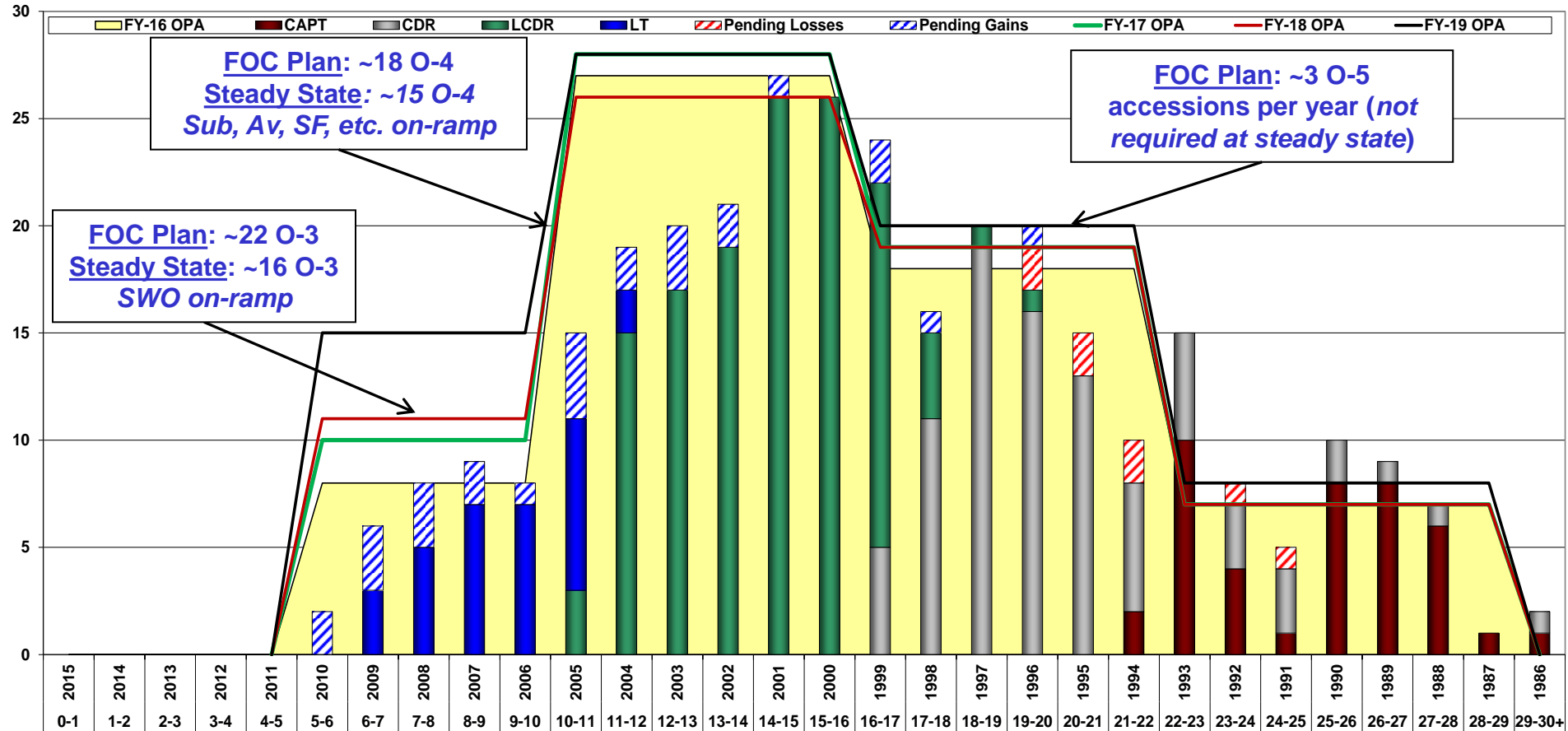




# FAO Community (1710)

## Current LOS

**Continued 46 lateral transfer quotas to meet FOC goals**



**As fleet resources become more constrained, we will be increasingly driven to leverage partner capability through effective engagement**



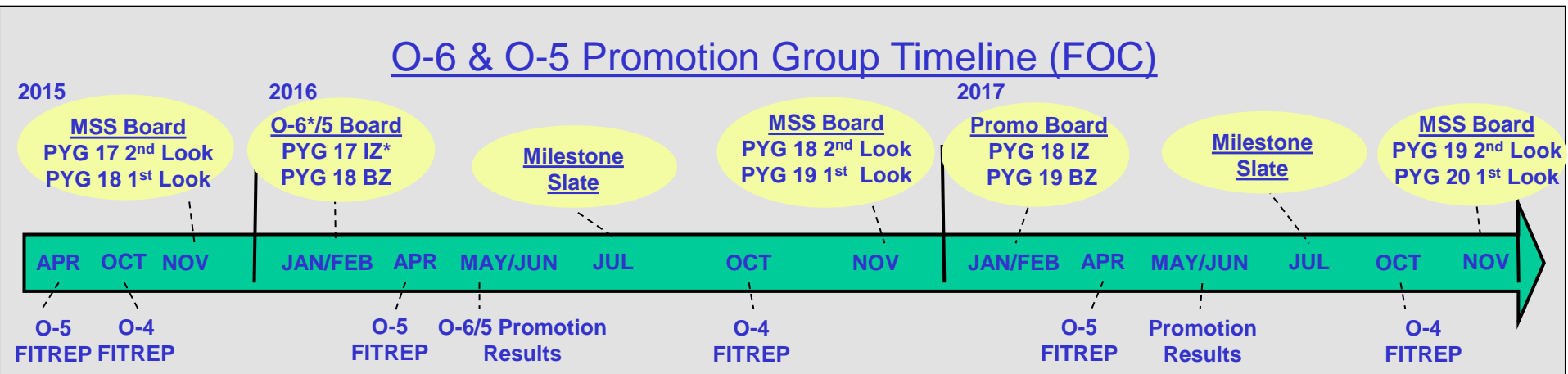


# ***FAO Milestone Screen Boards***

- **FAO equivalent of URL O-6 Major Command and O-5 Command Screen Boards**
  - Supports selective detailing to Milestone Billets
- **Milestone Billets (approved annually by OPNAV N52)**
  - ~40% of FAO CAPT Requirements
  - ~60% of FAO CDR Requirements
  - Critical SDO/DATT, SCO, Naval Attaché, Major Staff positions
  - High profile inter-agency positions (e.g. State Department)
  - Critical community positions (e.g. FAO Policy, OCM and Detailer)
  - Aligned with progression to high value positions at the next paygrade
- **Two consecutive looks per FAO**
- **Correlation between Milestone Screening & Promotion**
  - To date, all Milestone Screened FAOs have been selected in-zone for promotion
  - Additional promotions of non-screened / above-zone FAOs
  - MILPERSMAN 1301-809 signed 5 September 2014



# Milestone Screening





# ***Screening Category Terminology***

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- **Screened for FAO CDR Milestone (FM1)\***
- **Completed FAO CDR Milestone (FM2)**
- **Screened for FAO Major Milestone (FM3)\***
- **Completed FAO Major Milestone (FM4)\*\***
- **Special Consideration \*\*\***

*\* FM1 and FM3 AQDs are awarded following promotion selection to Commander and Captain respectively.*

*\*\* JFAO Phase II required prior to award of FM4.*

*\*\*\* Recommend review of the MILPERSMAN 1301-809 for rules governing the Milestone Process*







# FAO Promotion Statistics

Prom Year	Rank	Total Eligible	AZ Eligible	IZ Eligible	BZ Eligible	AZ Selected	IZ Selected	BZ Selected	AZ % (AZ Select / Total Select)	IZ % (IZ Select / Total Select)	IZ Rate (IZ Select / IZ Eligible)
FY08	O6	19	10	9	0	4	2	0	67%	33%	22%
FY09	O6	33	14	9	10	6	0	0	100%	0%	0%
FY10	O6	36	16	10	10	3	4	0	43%	57%	40%
FY11	O6	41	18	8	15	3	2	0	60%	40%	25%
FY12	O6	56	21	9	26	7	0	0	100%	0%	0%
FY13	O6	58	21	18	19	4	10	0	29%	71%	56%
FY14	O6	48	23	10	15	2	5	0	29%	71%	50%
FY15	O6	54	25	11	18	2	4	0	33%	66%	36%
FY16	O6	61	27	11	23	2	5	0	29%	71%	45%
FY08	O5	19	7	12	0	5	5	0	50%	50%	42%
FY09	O5	45	11	10	24	5	3	0	63%	38%	30%
FY10	O5	46	16	9	21	4	3	0	57%	43%	33%
FY11	O5	44	17	7	20	4	1	0	80%	20%	14%
FY12	O5	71	17	16	38	4	9	0	31%	69%	56%
FY13	O5	71	19	21	31	3	14	0	18%	82%	67%
FY14	O5	66	19	16	31	3	9	0	25%	75%	56%
FY15	O5	72	19	21	32	1	14	0	7%	93%	67%
FY16	O5	83	21	15	47	2	9	1	17%	75%	60%



# ***Bonus Pays***

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- **FAOs do not receive discreet Special or Incentive Pays; however,**
- **As career linguists, FAOs receive FLPB based on language proficiency**
  - **DODINST 1340.27 and OPNAVINST 7220.7G provide guidance**
  - **Stepped increases based on proficiency level**
  - **Requires annual testing to maintain pay**
- **FAOs also receive HDIP, IDP, etc. depending on posting**
- **Authorized HDIP for Aviation Qualified FAOs while in a flying Attaché billet**



# Naval Aviation Qualified FAO (AFAO)

*“Develop a program similar to the Aeromedical Dual Designator Program, which will enable the Navy to safely utilize its cadre of FAOs previously designated as aviators, and leverage the unique [LREC] skills that these officers bring to the DAS.”*

*Secretary of the Navy, 28 Oct 2013*

- **Policy**
  - Previously designated 1310s ONLY
  - 1710 Designator + FFQ Additional Qualification Designator = AFAO
  - Aeronautically Designated Personnel per NATOPS, OPNAVINST 1301.10C, and NOOCS
- **Billets**
  - AFAOs fill 3 of the 13 Navy Flying Attaché Billets
- **Personnel**
  - ~ 50 AFAOs / 10 year rule / in-good standing
- **Training**
  - Safety #1 priority / Naval Aviation refresher before USAF training



# ***Community Management Contacts***

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